



**NEW ENGLAND SWIMMING**  
**Annual HOD Meeting, Saturday, May 4, 2019**  
**Minutes**

*Approved at the October 6, 2019 House of Delegates Meeting*

**MISSION:** To provide opportunities for all to achieve their highest potential in competitive swimming".

**Vision:** Inspired. United. Fast.

**ATTENDANCE: 107**

**DELEGATES: 76** (ABF): Chuck Batchelor, Sam Streton, Ryan Yuka; (ACES): Sheryl Scott; (ANA): Kristin Murray, Kenneth Siu; (ATLA): Kirsty Nichols; (ATST): Denise Albertson; (BAT) Lulu Emmons; (BGSC): Chris Morgan, Ted Milett; (BYB): Sue Hunter; (CRA): Jonathan Castaldo; (CRIM): Mike Spring, Matt Craven, Sean Geary, Elizabeth (Kelty) White; (CS): Chris Sheppard, Malicia Policard, Sahar Mumtez; (DHH): Christopher Klinkow; (DOGS): Jerome Cumminskey; (ESC): Brian Crawford, Jack Januario; (EVO): Alyssa Fischer; (EST): Harrison Hollingsworth; (GYT): Gabe Hunt; (HAY): Susan Roycroft, Bill Carline, Chris Staniszewski; (HDSC): Daly Hamilton; (HRY) Harrison Ross; (HYV): Nicholas Provost; (KASC): Lauren Gale; (KING): Jay Craft; (MAC): Thomas Avila; (MGCB): Tammy Russell; (MTST): Mei Han; (MWYS): Annette Robinson; (NPB): James Beauvais; (NSSC): Arthur Warner, Lily Barker; (ONE): Evan Maczka; (ORO): Ben Mosher; (PHX): Timothy Thompson, Sasha McNeal; (PSC): Gretchen Turner, Isabella Korbly, Jake Eastman; (PWSC): Richard Cuddihee; (RAYS): Marilyn Soraghan; (SAIL): Barb Toohey; (SEEK): Brian Cameron; (SJSC): Maureen Myrick; (SNAP): James Hennessey; (SOLO): Meg Ferran, Paul Mueller, Ryan Hogan, Aaron Zhu, Abby Sullivan; (SSA): William Reeves; (SSYS): Bernadine Dickman; Nicholas Toepfer; (STRM): David Bott; (UN): Joe Frazier, Priscilla Davis, Anne Kaufman, Betsy Russell, Rick Osterberg, Ken Galica; (UVAC): Scott Ellis; (VAS): Erik Linseisen; (WACK): Justin Bohannon; (WW): Patti Curran; (WYST): Patrick Johnstone; (YNS): Janet Harty

**GUESTS: (31)** (ABF): Christina Close, Dick Pariseault, Greg Gillette; (CRIM): David Hunt; (BGSC): Anne Shachoy-Clark; (DHH): Mike Moses; (ENVY): Lillian Margolis; (MWYS): Lavinia Albu; (ORO): Laura Fant; (PHX): Todd Bohannon; (PSC): Noam Reinhorn, Jenn Korbly, Moriah Tyrrell; (PWSC): Laura Rice; (SEEK): Ray Grant, (SJSC): Peggy Fischer, Logan Baker, Hannah Jewell, Karen Jarels, Emma King, Kat Jarels, Beth Fraser; (SSYS): Tim Anderson; (UN): Carol Healey, Allan Kopel, G. Nadine Jesionek, Manuel Martines; (UVAC): Brian Dirrane; (YNS): Alessandro Eramo, Caitlin Clark, Hannah Perkins

**ABSENT BOARD DELEGATES:** Arthur Athanas (YNS)- Board Member, Connor Miller (KING) – Board Member, Caleigh Wukitch (KING)- Board Member, Lisa Black-Sholudko (UN)- Board At- Large Member, Paul Bennett (UN)- House At-Large Delegate,

**ABSENT GROUP MEMBER DELEGATES:** AYT, BAY, BDAT, BGNE, BLUE, BSST, BYD, CAST, CCFF, CCSC, CONY, CRVS, CST, CTS, CVSC, DHS, EDGE, ENVY, FLWS, GLYB, GMA, GS, GST, HARV, INF, KAC, KCY, KYD, LIFE, LRW, LSSC, MAL, MASK, MELY, MIDD, MST, NBY, NEK, PC, PRDE, PST, PVA, PVAA, SAC, SION, SSC, STS, TBGT, VAS, WCP, WEST, WHAL, WSY, WTST.

**WELCOME:** Matt Craven, General Chair, called the meeting to order at 2:03 pm. A moment of silence was called in honor of Mary Riddell (NES Office staff), Jeff Johnson (PSC coach) and Dorsi Raynolds (UVAC coach) who all passed away the last year.

Matt thanked all the Board of Director members, committee members and the office staff for their time commitment and for their dedication to the LSC. The Safe Sport Chair and committee are the unsung heroes of NE Swimming because they are constantly working towards the prevention of athlete abuse. All clubs will be required by June 23<sup>rd</sup> to follow the “Minor Athlete Abuse Policy” from USA Swimming. Our Diversity & Inclusion committee is wrapping up their term and a new direction will begin with a new Diversity Chair named this Spring; Malicia Policard.

Matt reminded the community to get involved, use the website to find the information you are seeking, read the board meeting minutes, and to ask questions of the proper person when you don’t know the answer to a question. Poor behavior = poor behavior.

A Governance Task Force was created this year to tackle the new require by-laws from USA Swimming.

**SECRETARY REPORT:** Rick Osterberg proposed to add the vote counts to the election results and to add the full Treasurer report detail, along with some minor grammar edits. A motion was made by Joe Frazier to pass the secretary’s report with the stated corrections. The motion passes.

**REPORTS OF OFFICERS:**

**ADMIN VICE CHAIR: Brian Crawford** remarked that this year was the first year in a long time that the SCY end of season meet schedule ran in progression, and that the LCM Season will as well. The Quad Plan is posted on the website and our goal is to keep it as close to that as possible, depending on facility availability. Bids for the SCY season are due by July 1<sup>st</sup> and we are hoping to offer a variety of meets instead of just specialty meets. Brian thanked the Calendar Committee and the athletes for their great opinions that make us all think twice about some calendar decisions.

**SENIOR CHAIR:** Jay Craft commented that it was a quick first year as Senior Chair and wanted to thank Chuck Batchelor, previous Chair of the committee, for being available to troubleshoot and offer advice. Jay also thanked the two Coach Reps, Chris Sheppard and Meg Faren for their support and reminded everyone that there were some great resources sitting in the room and that they should be tapped for ideas and thoughts. Jay commented that “using social media to share positive thoughts is helpful, but to post negative thoughts about decisions is not helpful to anyone but, in some sick way, the person posting them”. Goals for the next year are to triple the number of Olympic Trial Qualifiers from New England.

**AGE GROUP CHAIR:** Sean Geary thanked the HOD for the opportunity to serve the last four years and to remind all that the Board of Directors is a highly functioning unit that serves the LSC well. The 10 & Under and 11-14 Championships went very well in SCY and the formats of the 12 & U and 13-18 meet for LCM are currently being worked on.

**TREASURER:** Matt Craven thanked Joe Frazier for his 14 years of service on the NE Board of Directors.

As of May 1, 2019:

<u>Business Advantage Chk</u>	\$60,404.18
<u>Business Advantage Sav -</u>	\$665,870.42

First Western Investment -	\$402,603.51
<b>Total:</b>	\$1,128,878.11

**TECHNICAL: Bob Menck** sent in a report on Technical changes over the last year.

- 1) **September 1, 2018:** New England Regional Meets and Silver Meets will no longer be Calendar Protected.
- 2) **September 1, 2018:** The Meet Director may no longer serve as the Administrative Official for any New England Swimming Meet.
- 3) **May 1, 2018:** Any athlete that no shows for a positive check-in event in a prelim/finals meet will now be barred from further competition for that day and must check-in with the Administrative Official to be seeded on subsequent days.
- 4) **May 1, 2018:** Relays at NES Championship Meets are no longer Positive Check-In events.
- 5) **May 1, 2018:** Approved and non-calendar meet bids are now due at the same time as Sanctioned meet bids are due.
- 6) **May 1, 2018:** The YMCA New England SC Championship Meet will be approved on any date.
- 7) **June 1, 2018:** YMCA reduced splash fees approved for Western Mass Winter Champs, SENEYC Champs, Y Districts, and Y States.
- 8) **2018:** Times from non-conforming pools (long) may be loaded into SWIMS Database.
- 9) **October 30, 2018:** Creation of a formal Officials Travel Expense Reimbursement Policy.
- 10) **October 30, 2018:** Revised NES Policy Section 9 Designation of Championship Meet Officials.
- 11) **September 1, 2018:** Meet hosts may charge \$4.00 admission at Calendar Meets (non-championship) where paperless heat sheets are provided to all.

**Technical Changes: (beginning soon):**

- 1) **September 1, 2019:** New England Swimming Technical Suit Policy will now cover 11 and 12-year old athletes.
- 2) **September 1, 2020:** Start date for USA Swimming ban on Technical Suits for swimmers 12-years old and under.

#### **REPORTS OF COMMITTEES and COORDINATORS:**

**OFFICIALS COMMITTEE: Betsy Russell** thanked Paul Memont and the previous committee for their mentoring and support. There is a strong legacy of Officials within NE Swimming for our officials to learn from. Clubs should encourage their parents to become officials for many reasons, but one is that swimmers feel better and are more comfortable when they see someone from their own team in an official capacity. Betsy encourage meet hosts to speak more positively about Officials since they are volunteering their time and are often on their feet on deck for four hours or more. The Officials website has been updated with clinic postings, requirements of officials and should be frequented to find out the latest news.

**OPERATIONAL RISK: Priscilla Davis** stated that the committee is revisiting the warmup policy for meets and is soliciting input from coaches. A coach asked how to keep relay only athletes out of the pre-session warm ups and Priscilla said she would look into it. The Reports of Occurrence are always looked at and are

mostly cuts and minor injuries but are still very important to file for occurrences that happen both at practice and at meets. Encouraged all clubs to keep their travel policies and emergency action plans current and shared with all staff and team members. The disability time standards are posted and should be used by meet hosts to allow for adapted swimming at end of season meets.

**SAFE SPORT:** Anne Kaufman (Chair) and Sahar Mumtaz (Safe Sport Fellow) shared that the committee is always looking for new faces and is also preparing for a succession plan for the Anne. Encouraged clubs to become Safe Sport recognized and to continue watching the safe sport videos. Clubs are reminded that they will need to adopt the USA Swimming Minor Athlete Abuse Policy set forth by USA Swimming by June 23<sup>rd</sup>. Sahar reported on her excitement to continue her work with Safe Spot in NE and to bring back ideas learned through her USA Swimming committee work.

**DIVERSITY & INCLUSION:** Malicia Policard (Chair) reported that she is just getting started in this new role and learning about being on the Board and in this position. She has reached out to coaches in her community to help identify gaps in the program that they can fill. Plans two Water Safety Days this summer and a possible local Diversity meet/clinic and to host equipment drives during end of season meets.

**COACH COMMITTEE:** Chris Sheppard (Senior Coach Rep), Thanked the HOD for supporting him throughout his five years on the Board of Directors. He has implemented a Coach Committee and has reached out for input on many topics and ideas. He worries that the consent agenda adapted by the BOD is an obstacle to discussion. Chris announced the addition of a Leadership and Performance Summit for Girls that will be held June 7-9<sup>th</sup> at Simmons College. This will be a free of charge event that needs some coach volunteers and will serve about 42 athletes. The committee is hoping to continue this summit and will host one for boys next. Chris thanked Meg Feran (Jr Coach Rep) for bringing such enthusiasm and positive energy to the role.

**ATHLETE COMMITTEE:** (Jake Eastman, Sasha McNeal, Erik Linseisen, Aaron Zhu) The Athlete Reps have been working hard to incorporate new ideas into the LSC. They would like to host an "Athlete Hospitality" during the LCM Championships. They are planning an All-Star Meet on the weekend of the Award Banquet in October and are hoping to host more social gatherings for the LSC outside of the pool events.

**OFFICE:** Carol Healey welcomed the new Registrar, Moriah Tyrrell to her first board meeting and thanked her for all the help with registrations. Announced that the new office opened in October and has space for meetings and welcomed anyone to use it for their LSC needs, or to just drop in to hang out. Pointed out the performance chart, on the front of the program, shows where the LSC needs some attention and this is where some new positions on the BOD can focus.

**ZONES:** Todd Bohannon and Morgan Cooper (Head Coaches) encouraged coaches to apply to be a Zone Coach as it has been a great experience. We have won the last two years which gives excitement to the trip. We welcome discussion and questions about all aspects of the trip.

**PRESENTATION and APPROVAL of the ANNUAL BUDGET:** (appendix A) approved by majority of the vote.

**Elections—Nominating Committee,** Ray Grant (Chair)

**Ballot #1: Secretary**

Nominating Committee Nomination: Anne Shachoy-Clark (BGSC).

Nominations from the floor: none

Anne Shachoy-Clark is elected by unanimous consent. This term fills a vacancy until the 2020 House of Delegates election.

**Ballot # 2: Treasurer**

Nominating Committee Nomination: None

Nomination from the floor: Betsy Russell was nominated by Joe Frazier

Betsy Russell is elected by unanimous consent.

**Ballot # 3: Age Group Vice Chair**

Nominating Committee Nominations: Bernie Dickman (SSYS), Todd Bohannon (PHX)

An election by ballot was conducted using Ballot #3. The votes were counted by Moriah Tyrrell, Rick Osterberg, Anne Sachoy-Clark and Carol Healey.

Number of votes cast: 73

Votes necessary for election: 37

Votes for Bernie Dickman (SSYS): 38

Votes for Todd Bohannon (PHX): 34

Illegal votes: 1

Bernie Dickman is elected as Age Group Vice Chair

**Ballot # 4: Technical Planning Chair**

Nominating Committee Nominations: Bob Menck (UN)

Nominations from the floor: Matt Williams (PHX) was nominated by Tim Thompson

An election by ballot was conducted using Ballot #4. The votes were counted by Moriah Tyrrell, Anne Sachoy-Clark, Rick Osterberg and Carol Healey.

Number of votes cast: 72

Votes necessary for election: 37

Votes for Bob Menck (UN): 60

Votes for Matt Williams (PHX): 11

Vote for Alex Cronin (write-in): 1

Bob Menck is elected as Technical Planning Chair

**Ballot # 5: Admin Review Board.** Rick Osterberg motioned to allow the election of two alternate members. The motion passed with general consent.

- Regular Members (Elect Three, at least one athlete)

Nominating Committee Nominations: William Carline (HAY), Ray Grant (SSA), Emma Whall (SSA, Athlete)

- Alternate Members (Elect two)

Nominating Committee Nominations: Laura Matuszak (GMA), John Zeiger (CRIM, Athlete)

Nominations from the floor: Tim Thompson (PHX), Matt Soska (CRIM), Todd Bohannon (PHX)

Number of votes cast: 73

Votes for William Carline: 42

Votes for Ray Grant: 48

Votes for Emma Whall: 67

Votes for Tim Thompson: 24

Votes for Matt Soska: 21

Votes for Todd Bohannon: 1

Ray Grant, Bill Carline and Emma Whall are elected as the Admin Review Board regular members.  
Nominating Committee Nominations for Alternate Admin Review Board: Laura Matuszak and John Zeiger.

Laura Matuszak and John Zeiger elected with unanimous consent.

**NEW BUSINESS:** New By-laws (Appendix B) Rick Osterberg (Governance Chair) reviewed the changes that the Board of Directors discussed at the March 11<sup>th</sup> meeting and that the Governance Task Force approved at a March 31<sup>st</sup> meeting. These By-laws were sent to USA Swimming for approval and will be presented at a Fall HOD meeting for final approval. Discussion around a smaller board size and the otherwise minor changes were discussed.

**OTHER:** Carol Healey reported that due to a lack of initiative the Hall of Fame idea presented at last year's HOD has been tabled. Proposed that we add to our yearly awards a Legacy Award to be presented at the Award Banquet in the Fall. The Dorsi Reynolds, Jeff Johnson and Mary Riddell Award names were proposed and accepted with unanimous consent.

Nadine Johnson-Jesioneck congratulated all the swimmers who were selected for the D & I camps. Nadine also questioned the new Bylaws allowing for the General Chair to have too much control over who is appointed to positions. It was pointed out by Rick Osterberg that it is not much different than our current By-laws and that is why it is important to elect the right people for the job.

The meeting was adjourned at 4:37 PM

Respectfully submitted by Carol Healey

**APPENDIX A: Proposed Budget**



**New England Swimming, Inc.  
September 1, 2019 - August 31, 2020  
Operating Budget**

	<b>Current BUDGET</b>	<b>2019-2020</b>
<b>INFLOWS</b>	<b>2018-8/31/19</b>	<b>9/1/19-8/31/2020</b>
Banquet	\$28,000.00	\$28,000.00
Camp & Clinic Income	\$2,500.00	\$3,500.00
Registration	\$188,600.00	\$190,000.00
Sanction Fees	\$5,500.00	\$5,500.00
Surcharges - Meet	\$205,000.00	\$250,000.00
Surcharges - Travel	\$46,000.00	\$47,000.00
Zone Income	\$49,000.00	\$40,000.00
Other Income	\$7,000.00	\$1,500.00
Interest / Portfolio Return	\$17,500.00	\$18,000.00
<b>TOTAL INCOME</b>	<b>\$549,100.00</b>	<b>\$583,500.00</b>
<b>OUTFLOWS</b>		
All Athlete Fund / Awards	\$21,000.00	\$18,000.00
Athlete Committee (new line item)		\$6,000.00
Athlete Support - National Meets	\$60,000.00	\$60,000.00
Athlete Support - Scholarship	\$2,000.00	\$4,000.00
Banquet	\$35,000.00	\$36,500.00
Camps & Clinics & Swimposium	\$10,000.00	\$2,000.00
Club & Coach Development / Support	\$64,000.00	\$60,500.00
Coaches Support - National Meets/clinics	\$19,000.00	\$35,000.00
Committee Travel	\$11,500.00	\$5,000.00
Conventions	\$16,000.00	\$10,000.00
Inclusion	\$29,100.00	\$20,000.00
Meet Subsidies	\$42,500.00	\$45,000.00
Meetings	\$7,000.00	\$5,000.00
Office Expenses(includes office rental/Payroll/supplies/taxes)	\$140,000.00	\$165,000.00
Officials	\$29,500.00	\$33,400.00
Professional Fees	\$4,000.00	\$14,000.00
Safe Sport	\$10,000.00	\$10,000.00
Safety	\$1,000.00	\$1,000.00
Zones	\$75,000.00	\$75,000.00
Other* credit card fees		\$10,000.00
<b>TOTAL EXPENSES</b>	<b>\$576,600.00</b>	<b>\$615,400.00</b>
<b>NET INCREASE (DECREASE)</b>	<b>\$(27,500.00)</b>	<b>\$(31,900.00)</b>

## **APPENDIX B: New By-laws**

### **New England Swimming, Inc.**

#### **Annual Meeting of the House of Delegates May 4, 2019**

#### **Updated LSC Bylaws Presentation and Discussion**

#### **BACKGROUND:**

At the 2018 USA Swimming National Convention, the USA Swimming House of Delegates adopted a new set of required bylaws that are required for each Local Swimming Committee (LSC) of USA Swimming. The new required bylaws represent some simplification and clarification of the Bylaws to make them easier to use. Other significant changes are listed below. The USA Swimming House of Delegates requires that each LSC adopt updated Bylaws based on these new required Bylaws no later than January 1, 2020. A Governance Special Committee was appointed in late 2018 to work through these required changes on behalf of the Board of Directors and the House of Delegates.

#### **TIMELINE FOR NEW ENGLAND SWIMMING:**

- May 4, 2019: House of Delegates Annual Meeting
  - Presentation of Draft Updated Bylaws
  - HOD votes (non-binding) to endorse several key decisions for the new Bylaws
- Fall 2019: Special House of Delegates Meeting (Date TBD)
  - Presentation of final updated Bylaws
  - Formal vote to adopt updated Bylaws, effective April/May 2020 (requires 2/3 vote)
- April/May 2020: House of Delegates Annual Meeting
  - Updated Bylaws officially take effect
  - Elections take place based on updated Bylaws
  - Some new Board of Directors positions assume office immediately
- September 1, 2020
  - Some elected Board of Directors positions assume office

#### **SIGNIFICANT CHANGES IN THE UPDATED BYLAWS:**

- The size of the Board of Directors will decrease significantly, from 25 to 13. Please see separate chart showing changes to the Board of Directors, below. This change is expected to allow the Board of Directors to operate both more strategically, and more quickly. (605.1)
- New Board of Directors positions, elected by the House of Delegates (605.1):
  - Program Operations Vice-Chair
  - Development and Performance Vice-Chair
- Group Member Representatives (i.e., Club Representatives) are no longer required to be individual members of NE Swimming/USA Swimming (604.1.1)
- Elections will still take place at the Spring House of Delegates Annual Meeting, but elected individuals will assume office on September 1, allowing for a smooth transition period after an election. (606.6.2)



- Athlete Representatives to the Board of Directors will be elected by the athletes of the LSC. Presently, the Athlete Representatives are appointed by the Board of Directors based on nominations from the existing Athlete Representatives. A detail to be determined is whether there shall be any restrictions on which LSC athletes may vote (for example, age restriction, minimum length of time in the LSC, etc.). (606.2.1)
- Subject to endorsement by the House of Delegates, the role of Treasurer will be delegated to a paid staff member. This is permitted by USA Swimming if desired by the House of Delegates. (606.1.7)
- A significant amount of language has been moved out of the Bylaws (which are controlled by the House of Delegates) and into the LSC Policies and Procedures document (which is controlled by the Board of Directors) for simplified LSC governance.
- The Nominating Committee will be merged into a re-created Governance Committee. The Governance Committee will be appointed by the General Chair, one new member each year for a four-year term. (607.4.3)

A summary of other changes to the Bylaws, provided by USA Swimming, is included below.

### **ACTION FOR THE HOUSE OF DELEGATES:**

At the May 2019 Annual Meeting of the House of Delegates, the Governance Special Committee will solicit the non-binding endorsement of the House of Delegates for the following decisions to help shape the final version of the Bylaws that will be presented for formal vote at the Fall 2019 House of Delegates Special Meeting. The votes of endorsement will be taken by a show of hands.

- Endorsement #1: The House of Delegates endorses the decision to design the new Board of Directors as specified in section 605.1 of the Draft Proposed Bylaws.
- Endorsement #2: The House of Delegates endorses the decision to have elected positions assume office on September 1 following their election.
- Endorsement #3: The House of Delegates endorses the decision to have Athlete Representatives to the Board of Directors be elected directly by athlete members of New England Swimming.
- Endorsement #4: The House of Delegates endorses the decision to delegate the role of Treasurer to a paid staff member of New England Swimming, Inc.

## **BOARD OF DIRECTORS POSITION ALIGNMENT:**

*These are subject to change, and will now be specified in the LSC Policies and Procedures document.*

- General Chair
  - Oversight of all affairs of the LSC
  - Reports to the Board of Directors and House of Delegates
- Administrative Vice-Chair
  - Personnel
  - Policy and Procedures
  - Administration/Business
  - Strategic Planning
- Program Operations Vice-Chair
  - Governance Committee
  - Officials Committee
  - Adapted Swimming
  - Operational Risk Committee
  - Diversity and Inclusion Committee
- Development and Performance Vice-Chair
  - Senior Committee (Senior Chair)
  - Age Group Committee (Age Group Chair)
  - Technical Committee (Technical Chair)
  - Calendar and Competition
  - Open Water
  - Zones
  - Awards
  - Camps and Clinics
  - Banquet
- Finance Vice-Chair
  - Audit
  - Budget
  - Treasurer
  - Investments
  - Personnel
- Senior Coach Representative
  - Coach's Committee
  - Junior Coach Representative
- Secretary
  - Meeting Minutes
  - Filing of Reports
- Athlete Representatives
  - Athletes Committee

# SUMMARY OF CHANGES TO THE NES BOARD OF DIRECTORS

## CURRENT BOARD STRUCTURE

HOD Elect	General Chair
HOD Elect	Administrative Vice Chair
HOD Elect	Financial Vice Chair
HOD Elect	Treasurer
HOD Elect	Secretary
HOD Elect	Senior Vice Chair
HOD Elect	Age Group Chair
HOD Elect	Technical Planning Chair
Coach Elect	Senior Coach Representative
Coach Elect	Junior Coach Representative
GC Appoint	Officials Chair
GC Appoint	Inclusion Chair
GC Appoint	Safe Sport Chair
GC Appoint	Operational Risk/Adapted Swimming Chair
GC Appoint	At-Large Rep #1
GC Appoint	At-Large Rep #2
GC Appoint	At-Large Rep #3
GC Appoint	At-Large Rep #4
GC Appoint	At-Large Rep #5
GC Appoint	At-Large Rep #6
BOD Elect	Senior/Junior Athlete Rep #1
BOD Elect	Senior/Junior Athlete Rep #2
BOD Elect	Senior/Junior Athlete Rep #3
BOD Elect	Senior/Junior Athlete Rep #4
BOD Elect	Senior/Junior Athlete Rep #5

## NEW BOARD STRUCTURE

HOD Elect	General Chair
HOD Elect	Administrative Vice Chair
HOD Elect	Financial Vice Chair
Staff	Treasurer
HOD Elect	Secretary
HOD Elect	Program Operations Vice Chair
HOD Elect	Development and Performance Vice Chair

Coach Elect	Senior Coach Representative
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GC Appoint	Safe Sport Chair
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GC Appoint	At-Large Rep #1
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GC Appoint	At-Large Rep #2
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Athletes Elect	Senior Athlete Rep
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Athletes Elect	Junior Athlete Rep
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GC Appoint	Athlete At-Large Rep
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Non-Board	GC Appoint	Senior Committee Chair
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Non-Board	GC Appoint	Age Group Committee Chair
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Non-Board	Coach Elect	Junior Coach Representative
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Non-Board	GC Appoint	Technical Committee Chair
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Non-Board	GC Appoint	Officials Committee Chair
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Non-Board	GC Appoint	Inclusion Committee Chair
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Non-Board	GC Appoint	Operational Risk Committee Chair
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Eliminated	At-Large Rep #3
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Eliminated	At-Large Rep #4
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Eliminated	At-Large Rep #5
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Eliminated	At-Large Rep #6
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Eliminated	Senior/Junior Athlete Rep #4
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Eliminated	Senior/Junior Athlete Rep #5
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